

PHASE 1

Analyze Student Performance

This phase is where the groundwork is laid for the rest of the professional learning that will take place within your school community. The committee and school as a whole begins with the end in mind by using the current data to set learning targets and select appropriate professional learning structures to meet the needs of both students and educators alike.

Some questions to pose to your team at this phase are:

- What do we want students to know and be able to do?
- What knowledge and skills do students have and where are the gaps?
- Which students are most affected?

To begin, consider examining available schoolwide performance data. Look for gaps in student achievement that may be addressed by increasing educators' knowledge in both content and pedagogy. Other data points that the committee may want to analyze are:

- Baseline data points (i.e. Fountas & Pinell initial assessments)
- Individual student work (preferably work already graded using Common Core aligned criteria)
- Writing samples
- Student interest surveys
- Current standardized tests

There are many protocols that may be used to look at performance data or student work. The ORID (Objective Level, Reflective Level, Interpretive Level, Decisional Level) is just one example. The ORID is a protocol that enables a focused conversation to reach an agreement or clarification. All levels of the ORID should be used to reveal the full picture of student progress.

How to Use the **ORID** Protocol:

- **Materials Needed:**

Writing pad or interactive whiteboard, ORID note-taking sheets (see pp. 8 & 9), copies of student work or data to be analyzed.





- **Recommendations**

Be sure you have at least one hour to complete this process. Groups should be made up of no more than 12 people. Be sure each member receives a copy of the action plan and next steps after meeting.

- **Steps**





1. Assign a facilitator and a note-taker. The facilitator will guide the discussion, while the note-taker records big ideas and participant contributions.
2. Provide an overview of the ORID process and discuss purpose.
3. Give participants time to read through the levels of the ORID process.
4. Individuals fill out first level (Objective Level) on note-taking sheets independently answering each question based on the data provided.
5. Facilitator asks participants to share their responses in a round robin. As participants share, only new information should be added to the discussion.
6. Complete all subsequent levels using steps 4 and 5.
7. Review action plan and next steps based on decisional level.
8. Note-taker distributes notes for session to all participants.

ORID Protocol

<p style="text-align: center;">O</p> <p style="text-align: center;">Objective Level</p> 	<ul style="list-style-type: none"> ✓ To examine the data ✓ To identify factual information 	<ul style="list-style-type: none"> ✓ What do you see? ✓ What factual statements can you make based on the data?
<p style="text-align: center;">R</p> <p style="text-align: center;">Reflective Level</p> 	<ul style="list-style-type: none"> ✓ To encourage participants to make connections ✓ To encourage free flow of ideas and imagination 	<ul style="list-style-type: none"> ✓ What surprised you? ✓ What encouraged you? ✓ What discouraged you? ✓ How does this make you feel?
<p style="text-align: center;">I</p> <p style="text-align: center;">Interpretive Level</p> 	<ul style="list-style-type: none"> ✓ To identify patterns and determine their significance or meaning ✓ To articulate underlying insights 	<ul style="list-style-type: none"> ✓ What does the data tell us? What new insights do you have? ✓ What good news is there for us to celebrate? ✓ What doesn't it tell us and what else might we need to know? ✓ What areas of need seem to arise?
<p style="text-align: center;">D</p> <p style="text-align: center;">Decisional Level</p> 	<ul style="list-style-type: none"> ✓ To propose next steps ✓ To develop an action plan ✓ To make decisions ✓ To experience "coming together" 	<ul style="list-style-type: none"> ✓ What are our proposed next steps? ✓ What decisions can we make? ✓ What is our action plan for moving forward?

Toolbox for Teachers
<http://www.montgomeryschoolsmd.org/>

ORID Note-Taking Page

Data Conversation Step	Your Comments
<p>O</p> 	
<p>R</p> 	
<p>I</p> 	
<p>D</p> 	

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